

Message from the  
Executive Director



After one year of federal budget cuts directly affecting community agencies, people began asking whether Aspira would survive. Of course government cuts hurt. In 1980 Aspira lost a \$100,000 federal grant for its Passaic County Center serving 1,000 students in college-bound programs.

Fortunately, Aspira had foreseen the danger of too great a dependency on government funding and had expanded its corporate, foundation and community funds base. In 1980, 66% of the budget was contributed by government; in 1981, the figure was 43%, a reduction in a dependency on government by one-third.

In addition, Aspira applied stricter financial constraints and management practices to help reduce costs to programs no longer covered by government grants. A management consultant assisted in the reorganization of the agency maximizing work flow, making systems more cost efficient and increasing the accountability of our programs. Staff is now required to play multifaceted roles to maintain a wide range of program services.

The membership of the Board of Directors has also been expanded to include professionals from the legal and business fields. With funding problems looming so large, the two new major thrusts of the Board are now long-range planning and fundraising.

In addition, Aspira continues to be aggressive in all our fund-raising efforts. We are continuing to seek federal money to reopen the successful Passaic County Center which served Paterson and Passaic. We will meet with state officials and new legislators in search of other possible funding sources. We will pursue the corporate sector more diligently, especially in connection with our new Business Careers Program. And, we will continue our partnership with the foundations in New Jersey who have been such an important source of support for Aspira's programs.

The President has asked the private sector to pick up the slack caused by sharp cutbacks in education and social programs. The private sector cannot totally assume the absolutely necessary commitment of government to the full development of the nation's human resources. However, private philanthropy does have a vital and growing role to play in American society, and we are confident that corporate contributions will soon be more than the current 7% of the budget. Our primary task in this respect is to sensitize the business community to the fact that educating inner city Hispanic youth benefits everyone.

In early 1982, budget proposals called for the elimination of the entire Talent Search program (which funded the Passaic County Center) and of the Law Enforcement Assistance Administration program (which

funds the Hudson County Center). Without these programs, thousands of America's youth will find it still harder, if not impossible, to break out of the disheartening cycle of poverty.

However, even if all federal funds were cut off tomorrow, Aspira would not shut its doors. We have an excellent track record of service to Hispanic youth, and we will continue to take our case to those who can help us obtain diversified funding for our programs.

Over the past thirteen years, Aspira, with the help of its good friends in New Jersey, has survived some very tough times. We shall, in tough times again, continue our work on behalf of the young people to whom we are dedicated. There is no choice; the cost of not surviving would be far too high in wasted lives and unfulfilled potential.

*Grizel Ubarry*  
Grizel Ubarry  
Executive Director  
April 1982

## Program Report 1981

Established in 1968 as a community-based, self-help agency, Aspira, Inc. of New Jersey works to break the grim cycle of poverty, inadequate schooling, and sense of helplessness for disadvantaged youth from Puerto Rican and other Hispanic backgrounds. This report details the accomplishments of Aspira for the year ending June 30, 1981, and the ways in which its programs fostering education and leadership development have contributed to the lives of the young people served.

Aspira's programs focus on teenagers and young adults from low-income families in Essex, Passaic and Hudson Counties. These young people are mainly Hispanic, but disadvantaged white and black teenagers are also served. These individuals cover a wide spectrum: some have left school and are in search of work; others are below grade level, have little incentive to stay in school and are in need of tutorial services and educational counseling; and some are undecided about pursuing higher education and are looking for guidance to alternatives. Most need to become involved in challenging and productive activities that will enhance their self-esteem and provide channels for constructive endeavors.

Aspira counselors reach these young people at a crucial point in their lives. Many potential dropouts, juvenile delinquents and unemployable young adults have been motivated through the Aspira process to stay in school and graduate; and many go on to technical schools, colleges and medical schools. Since 1968, Aspira has helped over 8,800 Hispanic youngsters in junior and senior high schools by providing special counseling and college placement assistance. In 1981, Aspira worked with 1,331 young people and helped 241 gain admission to college, medical, graduate and technical schools.

**Essex County**  
Housing Aspira's administrative offices, as well as providing a range of student services, Essex County Center programs, in downtown Newark, served students from the area's junior and senior high schools and from as far away as New Brunswick.

The *Health Careers Program* concentrated on increasing the number of Hispanic health care professionals. Health Careers Clubs have been established at the Essex County Center and in three Newark high schools; premed Clubs are at both UMDNJ and at Rutgers University.

Achievements of 1981's program include: placement of a health careers counselor in three Newark high schools; conducting workshops on "Medical School - Preparing your Candidacy and the Realities of a Medical School Education", a six-week review course to prepare for the medical school entrance examination; a Health Careers Con-

ference co-sponsored by Seton Hall University; a medical school recruitment seminar; and a Medical/Health Professional Conference at the University of Medicine and Dentistry of New Jersey.

Through a joint program with Focus and Essex County Community College, Aspira recruited eighteen Hispanic students to enter the College's Associate Degree Program in Human Services for the Disabled. Aspira's counselors provided educational guidance to students interested in a career in *counseling the disabled*, and evaluated and offered recommendations on improving the quality of these services. After successfully completing one year of the program, students received certificates enabling them to start working as counselors for the disabled.

Through an *early intervention* grant from the Turrell Fund, Aspira was able to expand its outreach to junior high school students. At Broadway Junior High School in Newark, 26 students were identified as likely drop-outs. All had truancy problems, low or failing grades, and behavior problems. Aspira counselors met with each student individually, made home visits, and conferred with guidance and academic staff to chart each student's progress. Such a group of high-risk students would normally show a 50% failure or drop-out rate. In sharp contrast to past experience, 24 of the 26 students

graduated junior high school and went on to high school.

The *leadership development clubs* at four Newark high schools stressed organizational skills and procedures; decision-making processes; and the development of values favoring education and responsible involvement in social issues. Aspira counselors in these clubs also assisted students in selecting and applying to the post-secondary institution which would best advance their career goals. Students participated in a variety of club activities including: tours and interviews at area colleges and universities; a three-week review course for the SAT; financial aid workshops; a career day conference co-sponsored with Jersey City State College; and a scholarship event to raise money to enable deserving students to attend college.

This program year Aspira expanded its counseling and placement services to include *non-traditional careers for women and careers in business*. Aspira surveyed 100 Hispanic high school girls in Newark and Paterson who had expressed an interest in pursuing technical careers to determine their attitudes toward non-traditional technical careers and their knowledge about how to enter such fields. Newark public high school principals and counselors were also questioned as to what services were needed relating to career education and the elimination of sex stereotyping. An advisory council of individuals in business, government and education was

created to help implement recommendations from these surveys.

This Advisory Council formed an integral part of the new *Business Careers Program* funded initially by the Geraldine R. Dodge Foundation and the Florence and John Schumann Foundation.

The program seeks to facilitate the entry of Hispanics into such expanding business fields as engineering, accounting, computer science, economics, marketing, and management. Through a series of internship experiences, skills workshops and review courses for graduate school entrance exams, Aspira is preparing high school and college students to obtain and succeed at their first jobs.

#### **Hudson County**

Located in Jersey City, the Hudson County Center served young people from Jersey City and Hoboken through four high school and six neighborhood center-based Aspira clubs. Through *Proyecto Amarece*, funded through December 1980 by the federal Law Enforcement Assistance Act (LEAA), the Center used club activities to recruit dropouts and potential juvenile delinquents. These individuals seemed to require more pointed early intervention and individual counseling. Consequently, LEAA funded *Proyecto Entre Iguales* (*Peer Helpers*) in 1981. The *Peer Helpers* program was based on identifying student volunteers who were successful and active

in school and pairing them with a peer who was having problems — academic, social or personal — and needed a support system to continue in school. A total of 33 peer helpers were trained in listening, problem-solving, and goal setting skills to prepare them for counseling on a one-to-one basis.

An unexpected development was that some of the peer helpers themselves were in need of help. Many were from one-parent, welfare or abusive families and needed adult counseling. This fact required more direct involvement from the Aspira counselors than had originally been planned, but resulted in an overall more effective program.

Unfortunately, Aspira will not be able to continue the development and improvement of this program since LEAA has been eliminated from the federal budget. Funds for the Jersey City center will last through September 1982, at which time, if alternate funding is not obtained, the center will be closed.

The *leadership development club* programs at Hoboken, Lincoln, Ferris and Dickinson high schools and at neighborhood centers offered academic and career counseling, recreational activities, theatre, dance and sports clubs, and tutoring and career guidance. All activities were designed to develop academic and leadership skills, and to promote community involvement and prevent juvenile delinquency. They included: the Hispanic Summer Olympics; Puerto Rican Heritage Month; the presentation of plays; a toy drive for hospi-

talized children at the Jersey City Medical Center; a financial aid workshop; a college application and resume writing workshop; a career day conference; and participation in a Channel 41 program highlighting the internship program, described under *Career Awareness* below.

The *Health Careers* program focused on preparing high school students for pre-med and pre-dental courses, and for other careers in the health field. Among the activities available to the students were: a Health Fair at Seton Hall University; a Health Careers Conference; a National Puerto Rican Forum presentation on concerns of Hispanic Health Professionals; a presentation on careers in Nursing; and a workshop on understanding the Hispanic disabled.

*Career Awareness:* From April through June, 31 Aspirants participated in an Internship Program. Funded by the N.J. Department of Community Affairs, these high school students were exposed to a variety of work situations at the Jersey City Library, Office of Councilman Ben Lopez, St. Michael's Hospital, the Latin-American Day Care Center, El Dorado Gift Shop, 3M Auto Stores, J & G Fabrics, and the main offices of Aspira's Essex County Center. The students acquired skills in carpentry, sewing, community involvement, library work, as well as general office procedures and interpersonal dynamics. The students worked at job sites from Monday through Thursday. On Fridays they attended work-

shops focusing on such topics as Puerto Rican history and culture, career awareness, the Aspira Process, college entrance requirements, resume writing and interviewing skills.

#### **Passaic County**

Although Aspira was forced to close its Passaic County Center last year because of the loss of federal Talent Search funding, we have maintained a presence in Paterson and Passaic. With funds provided by the Public Health Service, Aspira's *Health Careers Counselor* worked out of Passaic County Community College to serve students in attendance at the College and in the area's high schools. Students from Eastside, Kennedy, and Passaic High Schools participated in financial aid workshops; a Career Day Conference; a health careers conference; and a workshop on the interview process for college entrance.

Federal guidelines for Talent Search funding are still being determined, but Aspira is continuing to seek government and private funding to reopen this Center and to provide vital services to Paterson and Passaic where the targeted Hispanic population is 29% and 34%, respectively; where 36% of all Hispanic families are below the poverty level; and where 78% of all Hispanics over 25 have not even completed high school.

## Highlights

### Higher Education

Higher education nationwide is experiencing a difficult period as declining enrollments and the quality of education reach a critical stage. Recognizing this, Aspira continued its involvement with the *Hispanic Association of Higher Education of New Jersey (HAHENJ)* and chaired the Association once again. Both organizations have collaborated in advocating policies that will open the doors for Hispanics seeking educational opportunities. The Association met with officials from the Department of Higher Education and the State's colleges and universities to discuss the issues of immediate concern, such as financial aid and budget cuts, research, bilingual education and affirmative action.

### Board Strengthening.

In September Aspira held its annual Board meeting and orientation at the Educational Testing Service in Princeton. New Board members introduced at that meeting were: *Ignacio Perez*, staff attorney at the Puerto Rican Legal Defense and Education Fund; *Myrna Milen*, staff attorney for the Hackensack Meadowlands Development Commission; *Joseph Lespier*, Bell Laboratories; *Rafael Valentin*, Assistant Affirmative Action Officer, New Jersey Department of Human Services; and *Orlando Reyes*, student representative from Ferris High School. *Hector Delgado*, Assistant Dean of Student Affairs, Princeton University, was elected Chairperson.

### Puerto Rican Writer

Nicholasa Mohr, award-winning author of four children's books, brought her novels and her experience to Newark's elementary school children. In special workshops, both English and Spanish speaking children, aged eight to twelve years old, read aloud with Ms. Mohr from one of the novels and then related the stories to their own experiences. Ms. Mohr emphasized to these children that their heritage and background form the basis of their own creativity. Teachers and librarians also met with Ms. Mohr, learning to use the novels in teaching about cultural differences and the richness of ethnic backgrounds.

The workshops, given in 16 Newark elementary schools, were funded by the Victoria Foundation and coordinated by Aspira with the Bilingual Office of the Newark Board of Education.

### First Hispanic Heritage Week

Narrated by Felipe Luciano, Hispanic Week, broadcast on public television in January 1982, consisted of six films that detailed the experiences of assimilation and progress by the Hispanic community in the metropolitan New York area. Aspira has worked with *Channel 13* in developing quality programming that accurately depicts Hispanic life, and we applaud this station for their recognition of the importance of addressing our growing population.

### Luncheon Forum

ABC-TV news reporter, Gloria Rojas, was the guest speaker at Aspira's fifth annual luncheon held in December. Ms. Rojas, familiar with the problems of

Hispanic youth, described how Aspira's programs broaden the horizons for these teenagers, giving them both positive role models and guidance in making sound educational and career choices. Over 250 elected officials, educators, business and community leaders attended the luncheon and had the opportunity to meet and talk with students and staff.

### Creativity Encouraged

To assist New Jersey Hispanic artists in attaining recognition for their work, Aspira cooperated with *Campeche for Hispanic Arts*. Campeche sponsored an Hispanic Visual Art Exposition at the annual Congreso Boricua Convention in October which featured the sculpture and painting of four young Hispanic artists. Campeche also presented a two-day conference on marketing techniques and opportunities for Hispanic artists, in conjunction with the Rutgers Office of Hispanic Arts.

*Health Careers Clubs encourage leadership development, strengthen math and science skills, and provide exposure to the wide range of opportunities in the health field.*



## Post-secondary 1981 Placements

New Jersey Colleges and Universities:  
Bergen County Community College  
Bloomfield College  
Caldwell College  
Camden School of Nursing  
College of St. Elizabeth  
Cook College (Rutgers)  
Douglass College (Rutgers)  
Essex County Community College  
Fairleigh Dickinson University  
Felician College  
Glassboro State College  
Hudson County Community College  
Jersey City State College  
Kean College of New Jersey  
Livingston College (Rutgers)  
Montclair State College  
New Jersey Institute of Technology  
Passaic County Community College  
William Paterson College  
Princeton University  
Ramapo College  
Rutgers College (New Brunswick)  
Rutgers College of Arts & Science (Newark)

Rutgers College of Engineering  
Rutgers College of Nursing  
St. Peter's College  
Seton Hall University  
Stevens Institute of Technology  
Trenton State College  
Union College  
Ursula College

**Medical Schools:**  
Boston University Medical School  
Harvard University Medical School  
New Jersey Dental School – University of Medicine & Dentistry in New Jersey  
New Jersey Medical School – University of Medicine & Dentistry in New Jersey

Rutgers Medical School – University of Medicine & Dentistry in New Jersey  
 Rutgers School of Pharmacy  
 SUNY – Downstate Medical School  
 Tufts University Medical School  
**Out-of-State Colleges and Universities:**  
 (partial listing)  
 Bronx Community College (N.Y.)  
 Brown University  
 (Rhode Island)  
 Columbia University (N.Y.)  
 Cornell University (N.Y.)  
 Cowan College of North Carolina (N.C.)  
 Florida Institute of Technology (Fla.)  
 Hampton Institute (Virginia)  
 Houghton College (N.Y.)  
 Inter-American University of Puerto Rico (Puerto Rico)  
 Kings College (N.Y.)  
 Lehigh University (Pa.)  
 Lock Haven State (Pa.)

Massachusetts School of Pharmacy (Mass.)  
 New York School of Interior Design (N.Y.)  
 Northeastern University (Mass.)  
 Northwestern University (Ill.)  
 Pennsylvania State University (Pa.)  
 Pratt Institute (N.Y.)  
 SUNY – Brooklyn (N.Y.)  
 SUNY – New Paltz (N.Y.)  
 SUNY – Stony Brook (N.Y.)  
 Temple University (Pa.)  
 University of California – Berkeley (Ca.)  
 University of Connecticut (Conn.)  
 University of Miami (Fla.)  
 University of Pennsylvania (Pa.)  
 University of Puerto Rico (Puerto Rico)  
 University of Wyoming (Wyoming)  
 Yale University (Conn.)  
**Vocational and Business Schools:**  
 Ballen House  
 Berk Vocational  
 Wilma Boyd



Gloria Rojas, ABC's Eyewitness News reporter, talks with Aspirantes after the Annual Luncheon.

Century Business  
 Devry Technical Institute  
 Empire Technical  
 Katherine Gibbs  
 Lyons Business Institute  
 Mason Gross  
 Midway Parks

Natural Motion  
 New York Institute of Technology  
 Plaza School  
 Taylor Business Institute  
 Travel Institute  
 Robert Walsh Business School

#### Students Served – 1969-1981

Year	New Students	Continuing Students	Total Students Served
69-70	323	—	323
70-71	362	189	551
71-72	395	440	835
72-73	395	427	822
73-74	570	137	707
74-75	698	452	1150
75-76	706	748	1454
76-77	706	922	1628
77-78	1293	853	2146
78-79	1353	1170	2523
79-80	1406	755	2161
80-81	681	650	1331

#### Post-secondary Placements – 1969-1981

Year	Vocational Technical Schools	Colleges	Medical & Graduate Schools
69-70	—	56	—
70-71	—	93	—
71-72	—	123	—
72-73	—	233	—
73-74	—	197	—
74-75	—	232	5
75-76	—	315	11
76-77	40	352	6
77-78	35	404	10
78-79	25	325	15
79-80	33	342	21
80-81	15	212	14
Total	148	2,884	82

Total New Students Served 1969-1981: 8,888

Total Students Placed: 3,114

**Aspira, Inc. of New Jersey**  
**Statement of Support, Revenue, Expense and Changes in Fund Balances**  
**for the Year Ended June 30, 1981**

**Financial Highlights**

	Current funds			
	Unrestricted	Restricted	Fixed asset fund	Total all funds
Public support, grants and revenue:				
Corporations and foundations	\$131,475	\$ 87,043		\$218,518
Government grants	8,954	82,977		91,931
Transfers from Aspira of America, Inc.			143,961	143,961
Community, including United Way	34,634			34,634
Miscellaneous	2,752	50		2,802
<b>Total public support, grants and revenue</b>	<b>177,815</b>	<b>314,031</b>		<b>491,846</b>
Expenses:				
Program services:				
Health career opportunities		115,299		115,299
Public education	14,479			14,479
Other career and educational counseling		266,192		266,192
<b>Total program services</b>	<b>14,479</b>	<b>381,491</b>		<b>395,970</b>
Supporting services:				
Management and general	91,247		3,856	95,103
Fund raising	23,286			23,286
<b>Total supporting services</b>	<b>114,533</b>		<b>3,856</b>	<b>118,389</b>
<b>Total expenses</b>	<b>129,012</b>	<b>381,491</b>	<b>3,856</b>	<b>514,359</b>
Excess (deficiency) of public support, grants and revenue over expenses	48,803	(67,460)	(3,856)	(22,513)
Adjustments	523	1,452		1,975
Fund balance, beginning of period	(24,560)	15,044	19,181	9,665
<b>Fund balance, end of period</b>	<b>\$ 24,766</b>	<b>\$ (50,964)</b>	<b>\$15,325</b>	<b>\$ (10,873)</b>

**Private Grants and Contributions**

**Foundations**

Mary Owen Borden Memorial Foundation  
Brawer Philanthropic Foundation  
Max & Dora Cooper Family Foundation  
Geraldine R. Dodge Foundation  
William T. Grant Foundation  
Charles Hayden Foundation  
Lillian Babbitt Hyde Foundation  
Robert Wood Johnson Foundation  
Fanny & Svante Knistrom Foundation  
Jay R. Monroe Memorial Foundation  
George Ohi Trust  
Roxiticus Fund  
Florence & John Schumann Foundation  
Turrell Fund  
Victoria Foundation

**Agency Contributors and Community Funds**

Atlantic Community College  
University of Medicine and Dentistry in New Jersey  
International Ladies Garment Workers Union  
Kiwanis Club  
Lambda Theta Phi  
Passaic County Community College  
Regional Health Planning Council  
St. Peter's College  
Seton Hall University  
United Way of Essex and West Hudson

Aspira, Inc. of New Jersey  
 Statement of Functional Expenses  
 for the Year Ended June 30, 1981

Financial Highlights

	Program services				Supporting services			Total expenses
	Health career opportunities		Public education	Other career and educational counseling	Total program services	Management and general	Fund raising	
	Health career opportunities	Public education	Other career and educational counseling	Total program services	Management and general	Fund raising	Total supporting services	
Salaries	\$ 69,358	\$ 5,142	\$114,537	\$189,037	\$43,812		\$ 43,812	\$232,849
Payroll taxes and fringe benefits	11,396	—	17,265	28,661	9,444		9,444	38,105
Total salaries and fringe benefits	80,754	5,142	131,802	217,698	53,256		53,256	270,954
Occupancy	4,989		12,363	17,352	5,652		5,652	23,004
Utilities	128		188	316	3,306		3,306	3,622
Telephone and postage	7,722	754	12,107	20,583	961	203	1,164	21,747
Supplies and equipment renting	9,684	245	21,111	31,040	3,454		3,454	34,494
Professional fees and other services	6,068	5,247	82,460	93,775	8,284	22,481	30,765	124,540
Travel	875	1,761	2,504	5,140	4,111	279	4,390	9,530
Program activities	4,240		2,991	7,231				7,231
Insurance					3,361		3,361	3,361
Printing		981		981		68	68	1,049
Conference and conventions	102		12	114	2,046		2,046	2,160
Other	350	349	148	847	5,592	255	5,847	6,694
Total expenses before depreciation	114,912	14,479	265,686	395,077	90,023	23,286	113,309	508,386
Depreciation	387	—	506	893	5,080	—	5,080	5,973
Total expenses	\$115,299	\$14,479	\$266,192	\$395,970	\$95,103	\$23,286	\$118,389	\$514,359

Complete auditor's report available upon request.

<b>Corporations</b>	Edwards & Kelcey, Inc.	National Can Co.
Airco, Inc.	Fidelity Union Trust Co.	R. Neuman & Co.
Bally Corporation	First Jersey National Bank	New Jersey Bell
Barton Savings & Loan	First National State Bank of N.J.	Prudential Insurance Co.
Behringer Metal Works, Inc.	Hoffmann-La Roche	PSE&G
Bell Laboratories	Howard Savings Bank	Sandoz, Inc.
Berkeley Federal Savings and Loan	Jacobs	Schering-Plough Corporation
Boris Kroll Jacquard Looms, Inc.	Jersey Central Power & Light Co.	Supermarkets General Corporation
Broad National Bank	Johnson & Johnson Co.	
E. J. Brooks Co.	Margan Corp.	
Carteret Savings and Loan	Melard Manufacturing	
Ciba-Geigy	Melrose Displays, Inc.	
City National Bank	Midlantic National Bank	
	George A. Milton Can Company	
	Mutual Benefit Life Insurance Co.	
	Nabisco, Inc.	

## Aspira, Inc. of New Jersey

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## Annual Report

July 1, 1980 to  
 June 30, 1981

